



**THE IMPORTANT ELEMENTS IN ORGANIZATIONAL ALIGNMENT
TOWARDS ACHIEVING HIGH PERFORMANCE IN MISC BERHAD**

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"DECLARATION OF ORIGINAL WORK"

I, NUR AFIQAH NABILAH BT AZHIDI, (I/C Number: 910907145818)

Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- This project-paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

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LETTER OF SUBMISSION

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The Head of Program,
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Melaka.

Dear Sir/Madam,

SUBMISSION OF PROJECT PAPER (IBM663)

Attached is the project paper titled **“THE IMPORTANT ELEMENTS IN ORGANIZATIONAL ALIGNMENT TOWARDS ACHIEVING HIGH PERFORMANCE IN MISC BERHAD”** to fulfill the requirement as needed by the Faculty of Business Management, UniversitiTeknologi MARA.

Thank you

Yours sincerely,

NUR AFIAH NABILAH BT AZHIDI
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ABSTRACT

The study purpose is to identify the important elements in organizational alignment towards achieving high performance in MISC Berhad..For this study, the researcher chooses four elements which consist of organizational culture, customers, employee engagement, and mission. 103 respondents were chosen from two business unit which are Offshore Business Unit and Chemical Business Unit and also six departments which are Information Computer Technology, Corporate Security, Corporate Planning & Development, Group Technical Service, Fleet Management, and Finance Department.The findings of the study show that all four organizational elements have significant relationship with company high performance. Based on the results, the researcher found that the most significant variable that influenced company high performance in MISC Berhad is organizational culture. The researcher suggests that managers should promote positives cultures in the organization. Besides that, manager can also build strong relations among several business unit and departments to increase the performance of the workers. As for future researcher, the researcher suggest to study all four variables in depth that could explained the strong determinants for company company high performance.